

## JOB DESCRIPTION

**Job Title:** Regional Clinical Lead Nurse

**Reports to:** Lead Quality Development Manager

**Location:** Home based with national travel

**Care UK's Values:**

- Caring
- Teamwork
- Passionate

**Job purpose:**

- To be the Regional Clinical Lead providing the Regional Director with a business partner support service to deliver care & clinical support in Homes which have been identified as being a priority and requiring additional clinical support.
- To lead, support and develop the teams within the Homes to achieve excellence in care in line with their service improvement plan.
- To strengthen and develop professional leadership of colleagues and model person centred care.
- To be a key member of the Quality and Governance Team providing professional input into decisions to develop and enhance the work of Care UK.
- To work collaboratively with colleagues across all disciplines within Care UK and external agencies to develop and sustain best practice, raising the profile of Care UK.

**Overall responsibilities & duties:**

- To directly support the Regional Director (RD) and their home managers (HM) in the overall delivery of high quality care services as recognised through external regulation ratings.
- To assist RDs & HMs to implement service improvement plans which demonstrate that the Home is resolving care concerns within agreed timescales.
- To ensure an emphasis on improving quality of service delivery for residents, service users and relatives.
- To support the RD and HMs to achieve service improvements across all targeted care & clinical areas and achieve the expected standards of service and resulting outcomes.
- To measure and report progress against the targeted clinical and care service improvement plans.
- To provide support, mentoring and role modelling for colleagues in the homes to enable achievement of high quality care & clinical services.

- To support colleagues within our homes to develop the knowledge and expertise required to deliver care in accordance with best practice advice, guidance and policies to ensure effective person centred service delivery.
- To provide clinical and care expertise to any allocated Home.
- To assist RDs and HMs to implement any changes to systems and processes required for the delivery of consistent, high quality care.
- To have a working knowledge of legislation within social and health care settings and be able to support the management teams within our homes implementing and sustaining best practice.
- To liaise with external healthcare professional in a transparent manner to enable Home Managers to resolve concerns.
- To liaise with external and internal regulators/ governance in a transparent manner to enable Home Managers to successfully resolve any critical regulatory concerns.
- To maintain confidentiality at all times being mindful of Data Protection and Caldicott Principles and following the Nursing and Midwifery Council Code of Conduct.
- To participate in and contribute to Quality & Governance team meetings, attend Care & Quality team meetings, Regional Meetings and other meetings as directed.
- To organise own workload to meet agreed personal, team and organisation objectives.

**Note:**

This job description indicates the main duties and responsibilities of the post. It is not intended as a complete list and may be subject to review periodically by Care UK.

The post holder will also need to have the facility to be based from home and be a car driver with the ability to stay away from home at times.

**Safeguarding of Vulnerable Adults / Mental Capacity Act:**

To complete training on Safeguarding of Vulnerable Adults and the Mental Capacity Act and be able to understand and implement SVA and MHA policies and procedures taking responsibility for reporting any safeguarding concerns to the senior person on duty or on-call RD

**Health and Safety:**

As an employee of Care UK, the post holder has a duty under the Health and Safety at Work etc. Act 1974, to:

- Take reasonable care of the health and safety of themselves and all other persons who may be affected by their acts or omissions at work.
- Co-operate with Care UK to ensure compliance with Health and Safety legislation, and the Health and Safety policies and procedures of the business.
- Not intentionally or recklessly interfere with, or misuse, anything provided in the interests of health, safety, or welfare, in pursuance of any of the relevant statutory provisions.

**Data Protection:**

The post holder must at all times respect the confidentiality of information in line with the requirements of the Data Protection Act and the company's ISO27001 accreditation. This includes, if required to do so, obtain, process and/or use information held on a computer in a fair and lawful way, to hold data only for the specified registered purposes and to use or disclose data only to authorised persons or organisations as instructed.

This list of duties and responsibilities is by not exhaustive and the post holder may be required to undertake other relevant and appropriate duties as reasonably required.

This job description is subject to regular review and appropriate modification.

I confirm I have read and understand this job description

Name of post holder .....

Signature .....

Date .....

**Person Specification – Regional Clinical Lead**

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
Education/ qualifications	<ul style="list-style-type: none"> <li>• NMC Registered Nurse</li> <li>• Evidence of continuous professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Educated to degree level or post graduate diploma</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Extensive experience of care delivery within the Care Home environment</li> <li>• Experience of coaching and mentoring colleagues</li> <li>• Experience of meeting regulatory requirements</li> <li>• Knowledge of evidence based practice and audit techniques</li> </ul>	<ul style="list-style-type: none"> <li>• Familiar with working under external scrutiny</li> <li>• Awareness of regulatory framework</li> </ul>
Skills/abilities	<ul style="list-style-type: none"> <li>• Excellent organisational and leadership skills</li> <li>• Excellent communication skills both written and verbal</li> <li>• Good analytical and judgement skills</li> <li>• Able to work under pressure to meet deadlines</li> <li>• Ability to maintain and enhance effective working relationships</li> <li>• Ability to contribute to, monitor and implement changes and improvements to services.</li> <li>• Ability to set, raise and audit standards</li> <li>• Ability to plan and evaluate own work taking responsibility to resolve issues</li> <li>• IT literate</li> </ul>	
<b>Other factors</b>	<ul style="list-style-type: none"> <li>• Car Driver</li> <li>• Ability to be flexible with regard to working hours</li> <li>• Due to the geographical nature of this role the jobholder will be required to travel extensively between care homes with overnight stays</li> </ul>	<ul style="list-style-type: none"> <li>• Clean driving licence</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Ability to build rapport and positively influence others</li> <li>• Able to cope in difficult situations with tact and diplomacy</li> <li>• Works collaboratively with others sharing ideas and information at all times</li> <li>• Has the ability to raise standards with a strong results orientation.</li> </ul>	

***This job description is not exhaustive and may periodically be reviewed with the post holder.***